

### Summary Explanation & Background (continued)

The 2015-2016 Organizational Chart completes the conversion of the Facilities Division to a performance management services model and incorporates additional resources to ensure the successful implementation of the capital program.

#### *Changes in Funding for Select Positions*

During the recession, the District was able to maintain critical resources by identifying opportunities to fund these positions through grants. Several grants, particularly the Race to the Top (RTTT) grant, are expiring. In other instances, the District has been advised funding of select positions by grants is no longer feasible. Accordingly, it is recommended several positions now be funded by the General Fund, while other positions that are not integral to the operations of the District be eliminated.

The initial proposed changes were presented to the School Board at its May 12, 2015 Workshop. The attached Executive Summary (**Exhibit 1**) summarizes the current recommended changes for all divisions. The comments and feedback from individual Board Members at the Workshop were taken into consideration and additional recommendations have been included in the recommended 2015-2016 Organizational Chart (**Exhibit 2**). A summary of the changes that are being recommended subsequent to the May 12, 2015 Board Workshop have been outlined in **Exhibit 3**. Additionally, the School Board requested an analysis of the grant funded positions that are impacted by the proposed 2015-2016 Organizational Chart because of the expiration of grant funding. This analysis is included as **Exhibit 4**.

Finally, **Exhibit 5** contains all of the job descriptions impacted by the recommended 2015-2016 Organizational Chart. It includes job descriptions for newly proposed positions; as well as modifications to existing job descriptions to amend changes in reporting relationships, qualifications, and primary performance responsibilities. They have been included as supplemental information to facilitate the Board's approval of the 2015-2016 Organizational Chart; however, the Board will not take official action on the job descriptions in conjunction with this agenda item or requested action. The job descriptions will be presented to the School Board for first reading at its June 23, 2015 Regular School Board Meeting (RSBM). At the June 23, 2015 RSBM, staff will also seek approval to advertise the newly approved vacant positions, pending final approval of the job descriptions. The job descriptions will be presented for final adoption at the July 28, 2015 Regular School Board Meeting. Final sourcing of all new positions will not be finalized until the new job descriptions have been adopted by the School Board on July 28, 2015.

Copies of the complete Exhibits are available at the Board Member's Office on the 14<sup>th</sup> floor of the K. C. Wright Administration Center and available online via the Broward County Public Schools eAgenda at: <https://webappe.browardschools.com/eagenda/>